

CODE OF CONDUCT AND ETHICS

Clubs

We all have a responsibility to promote high standards of behaviour in ice hockey. As a player, you have a big part to play. Fair play and respect for all others in the game is essential.

As a club, we expect you to:

- Have in place an appropriate club constitution and meet and maintain England Ice Hockey's affiliation requirements.
- Abide by England Ice Hockey's policies and procedures, including but not limited to EIH's Safeguarding Policy, Equality and Diversity Policy, Privacy Policy, league Rules and Regulations and the Department of Player Safety procedures.
- Be aware of legal obligations, including safeguarding procedures and national and international anti-doping regulations, as well as how to escalate concerns relating to abuse or anti-doping infringements.
- Safeguard children and vulnerable adults at a tournament / match in compliance with *EIH's Safeguarding Policy* and any other policies, procedures or legislation that is relevant.
- Undertake due diligence checks for club personnel, hosts and medical professionals which may include background checks as outlined in EIH's Safer Recruitment Policy.
- Ensure appropriate risk assessments, health and safety policies and insurance policies are in place for your club, venue and any activities undertaken (including transportation, tournaments abroad etc).
- Make all club personnel aware of England Ice Hockey's *Code of Conduct & Ethics* and other policies associated with this, including but not limited to England Ice Hockey's *Safeguarding Policy*, England Ice Hockey and UKAD's *Anti-Doping Policy* and England Ice Hockey's *Data Protection Policy*.
- Provide volunteers with the resources and support to fulfil their roles safely and professionally.
- Make all club members aware of your club's complaints policy, and ensure they are listened to and treated fairly when raising a concern or complaint.
- Follow England Ice Hockey's disciplinary procedures and cooperate fully with any investigation related to on or off-ice incidents, including code of conduct breaches, and any incidents of racism, homophobia, bullying or abuse.
- Respond to England Ice Hockey requests in a timely manner to enable us to administer membership and competitions appropriately.
- Ensure membership and competition information is administered in a timely and accurate manner.
- Adhere to the laws of the game.
- Display and promote high standards of behaviour and fair play at all times.
- Respect people's differences and not bully or discriminate against others for reasons such as race, gender, sexuality, background or ability.

- Report any incidents of bullying or abuse, intervening where necessary.
- Listen to your members' views and concerns and take appropriate actions.
- Never engage in public criticism of referees or England Ice Hockey.
- Understand that if you don't follow the code of conduct, actions may be taken against your club by the National Governing Body.

As a club you have the right to:

- Be supported in creating a positive club environment.
- Have the highest levels of integrity upheld by England Ice Hockey with regard to the administration of your club and the sport.
- Have access to England Ice Hockey's policies, procedures and resources to administer the game safely and effectively.
- Be involved and contribute towards to future progress of the sport in England and Wales.
- Be listened to and treated fairly when you raise concerns of complaints with England Ice Hockey.